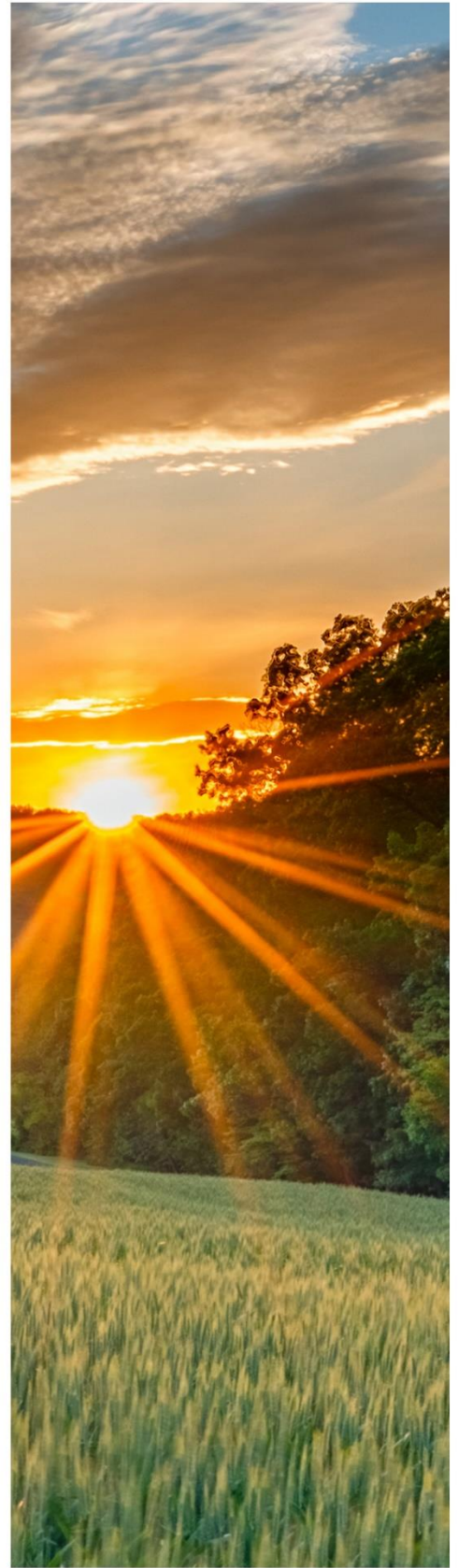
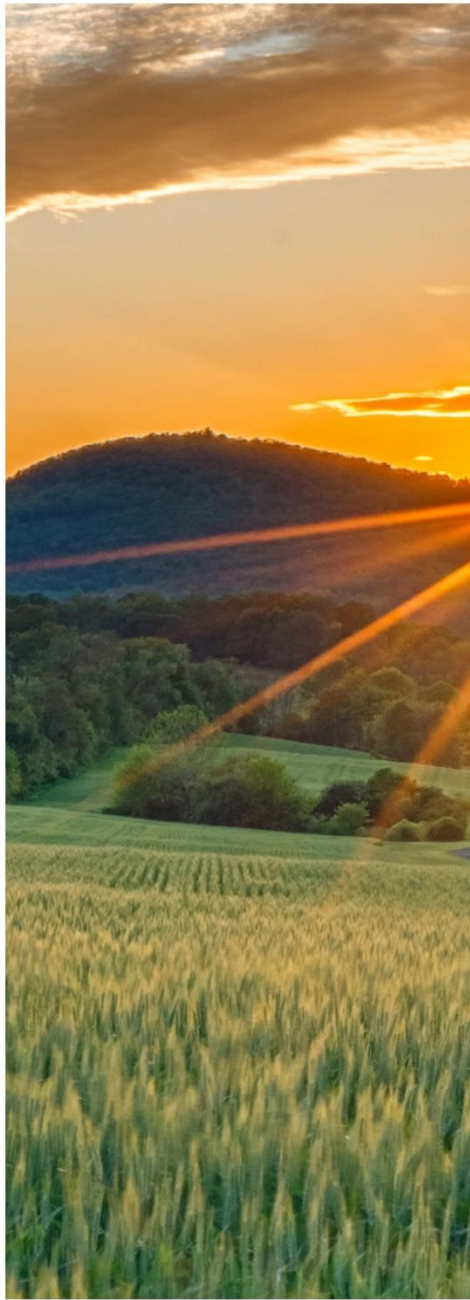


MARYLAND

ECONOMIC ANALYSIS

2021



ANNUAL REPORT

Introduction

Maryland's economy and workforce continues to recover strongly from the effects of the COVID-19 pandemic. The story of employment in 2021 is one of resiliency and growth. On net, more than 55,000 Marylanders returned to work in 2021. Business payrolls increased by more than 95,000 workers. Labor force participation remained far above the national average as the state's best-in-the-nation income encouraged individuals to return to the workforce. By May 2022, every single county in Maryland had reduced unemployment below the State's long term average unemployment rate. While many industry employment trends were accelerated by the pandemic recession and subsequent recovery, nearly half of the tracked industry groups have already made a full recovery and now employ more workers than prior to the pandemic.

This annual report examines challenges faced and progress made in 2021. Where reliable data is available, it explores how the recovery has continued into 2022. Maryland's workforce, industry employment, and other measures of the state's economic health are the primary focus of this report. An analysis of the statewide recovery follows in the section below. Next, the performance of economic regions around the state are examined. Finally, instructions for finding more detailed information are included in an appendix.

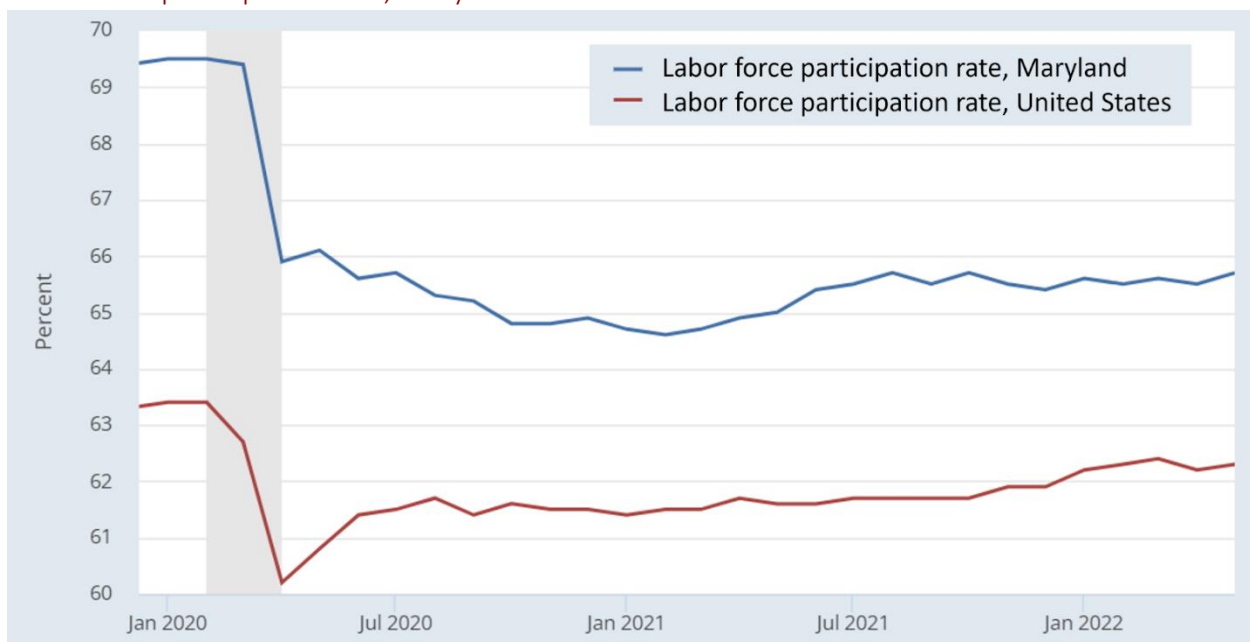
Statewide Analysis

This section looks broadly at Maryland's employment recovery. Despite the suddenness and severity of the 2020 recession, the speed of the state's recovery has far outperformed historical norms. The Maryland labor market is thriving despite the continuing headwinds from national and global challenges. The trajectory of the labor market health indicators reviewed below give a rounded picture of the strength and speed of Maryland's recovery.

Labor Force Participation

The state boasts the 13th highest labor force participation rate in the country. Even at the height of pandemic shutdowns, Maryland had a higher percentage of its adult residents participating in the labor force than the current national average. In the past year, a robust job market and rewarding job opportunities have also drawn Marylanders back to the labor force at a rate exceeding the national one. As a result, Maryland is pulling even further ahead of the rest of the nation, as measured by the percent of adults in the labor force. However, labor force participation remains below pre-pandemic levels, both nationally and in Maryland.

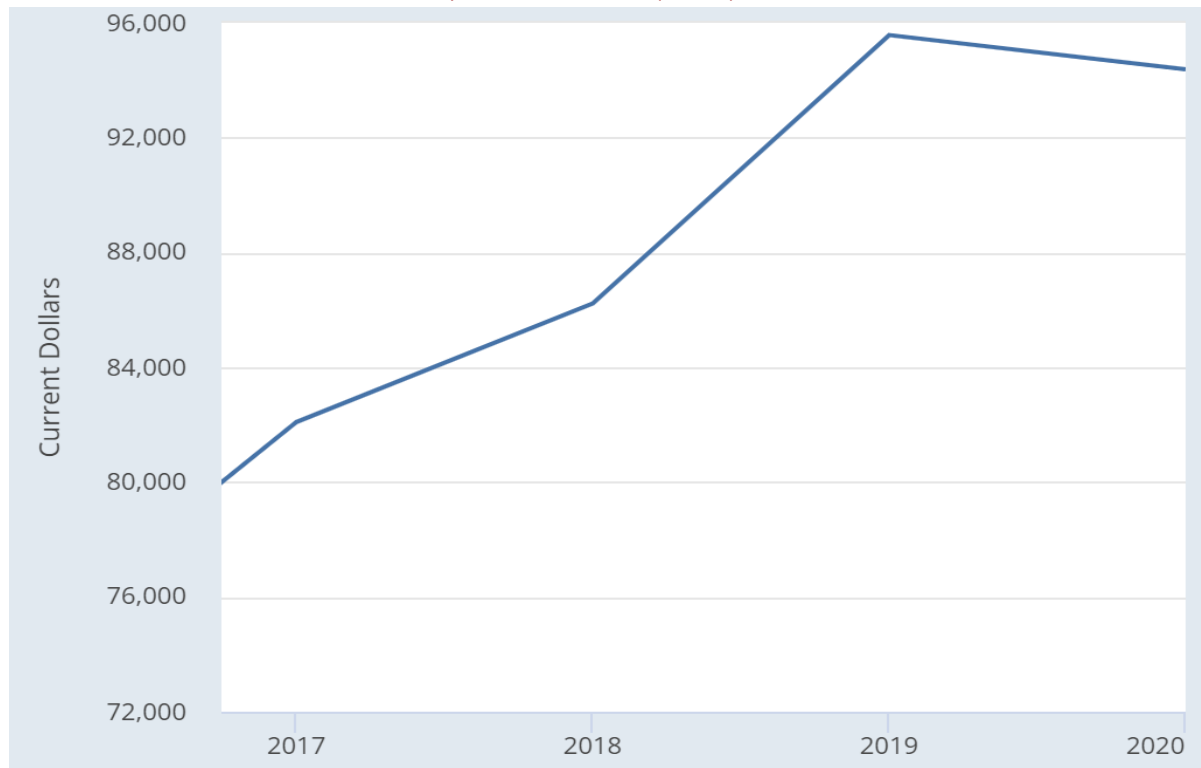
Labor force participation rate, Maryland and the United States



Income

Marylander's hard work pays off - the median household income is first in the nation. During the pandemic, median income in Maryland was also more resilient than the US average - it dropped less, as a percentage, than the US. Household income data is not yet available beyond 2020, but early evidence suggests that wages rebounded strongly as the pandemic eased. For example, a similar measure from the US Bureau of Labor Statistics' Occupational Wage Statistics indicates average annual income rose around 3.5% in 2021.

Median Household Income in Maryland - \$94,384 (2020)

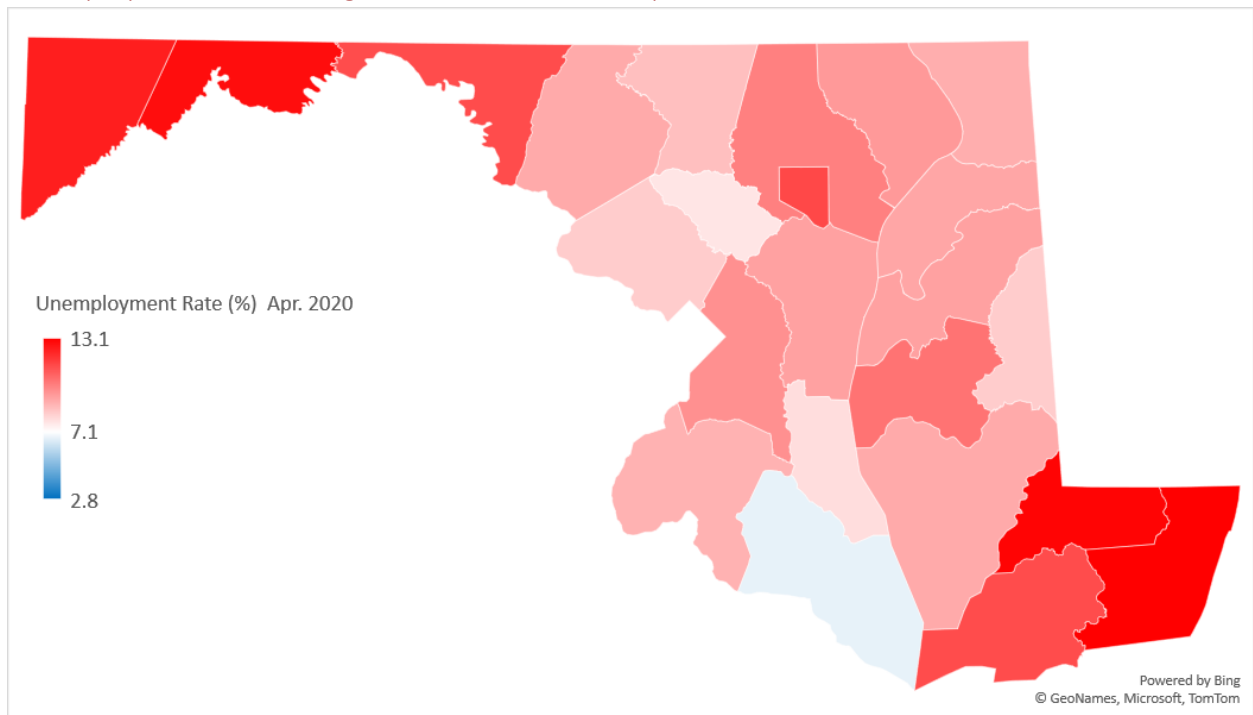


Unemployment

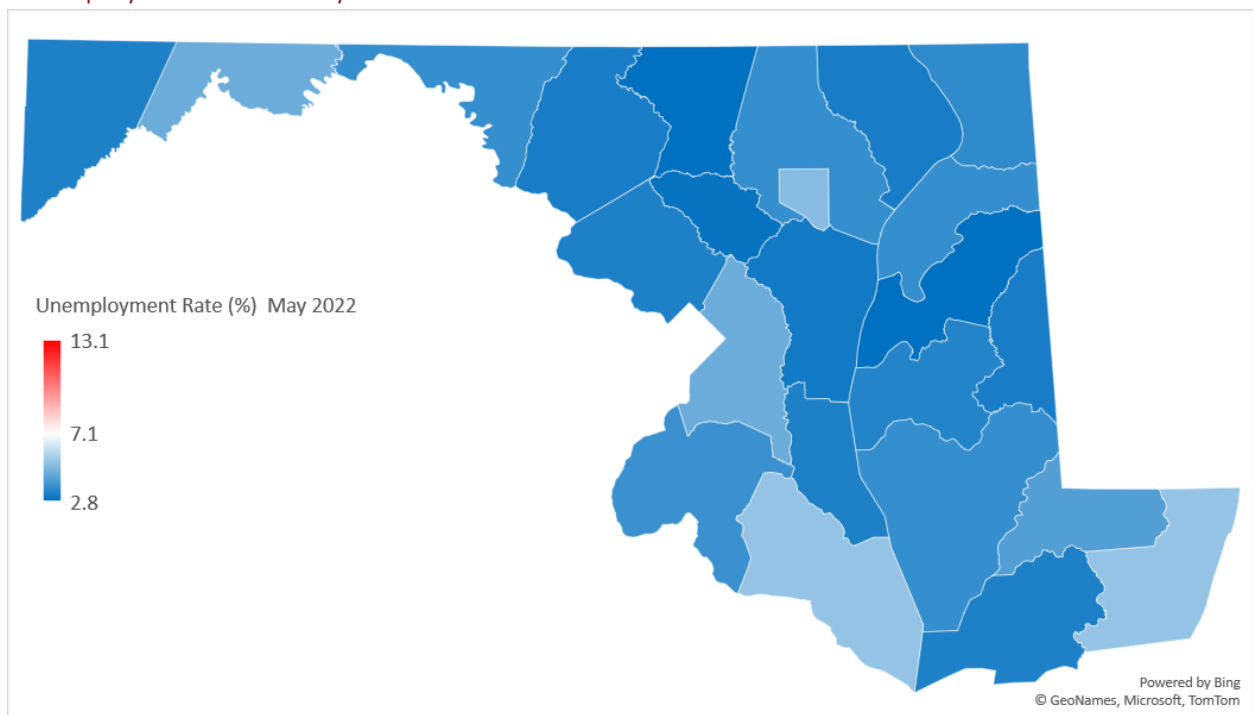
Unemployment in Maryland peaked in April 2020 at 9.5% - the highest level on record for Maryland since the data began being collected in 1976. Since then, the unemployment rate has steadily dropped and now sits at just 4.0%. This compares favorably with the average Maryland unemployment rate of the past 20 years, 5.3%. Unemployment has been above 4.0% in more than three quarters of months during that time. Despite the strong current state of the economy, the state is committed to helping all individuals find meaningful employment, if they desire.

The following page contains two maps of county unemployment rates. Both share the same color scale. Recessions in the past 40 years have reached an average peak unemployment rate of 7.1% and are shaded white in the maps below. Red represents unemployment rates higher than this average rate, while bluer shades represent lower unemployment rates.

Unemployment rate during the 2020 recession - April 2020



Unemployment rate - May 2022



The first map shows the unemployment rate in April 2020, when most counties hit their highest level of unemployment. All but one county saw unemployment rates worse than the average recession from the past 40 years. The second map shows unemployment as of May 2022. All

counties have reduced their unemployment rate. Furthermore, all counties matched or improved on the long-term statewide average unemployment rate of 5.3%.

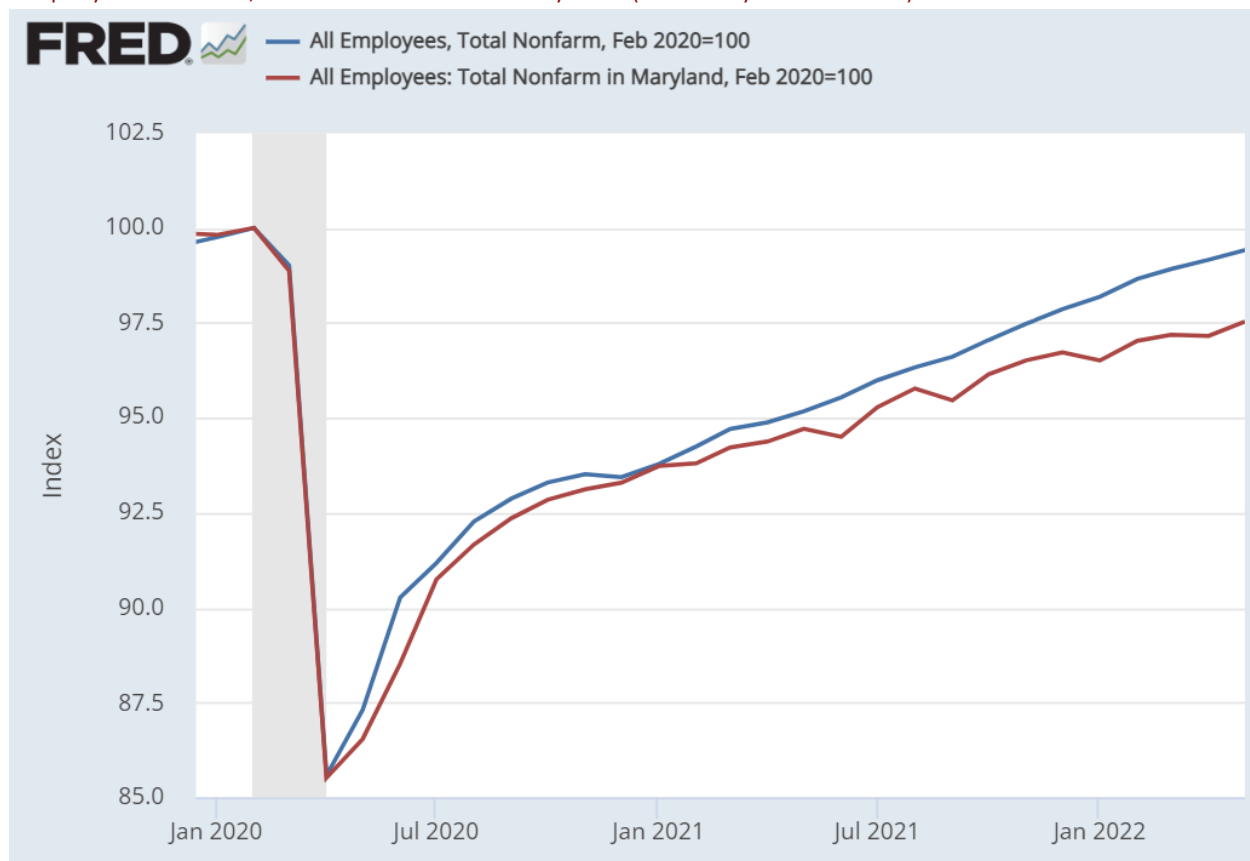
As indicated by the labor force participation rate discussion above, many individuals either chose not to, or were unable to work during the pandemic. As they were not actively looking for work, they were therefore not classified as unemployed (and were also classified as out of the labor force). As a result, the unemployment rate both understates the severity of the impact on Marylanders, and the degree of economic recovery for these working age individuals. Similarly, the state's current unemployment rate may be tricky to interpret given the unique economic climate. While it is relatively higher than the national average, the underlying trend in Maryland's labor force participation rate indicates that the economic recovery, a hot labor market and high wages are drawing people back to work at a rate exceeding the national average.

Jobs Created and Retained by County and Industry

Government agencies, businesses and individuals around the state were quick to respond to the pandemic with a variety of innovative programs and efforts. Despite the degree of economic fallout related to pandemic adjustments, 86% of jobs were retained through the low point of the accompanying recession. This matched the national rate of job retention, despite robust steps taken statewide to combat the early spread of COVID-19.

Through May 2022, Maryland has regained or added 334,200 jobs from the pandemic low in April 2020, representing a net recovery of 83% of jobs lost. In 2020, many companies continued to shed jobs even as the broader economy began to make a comeback, so the true degree of recovery experienced in Maryland is greater than this.

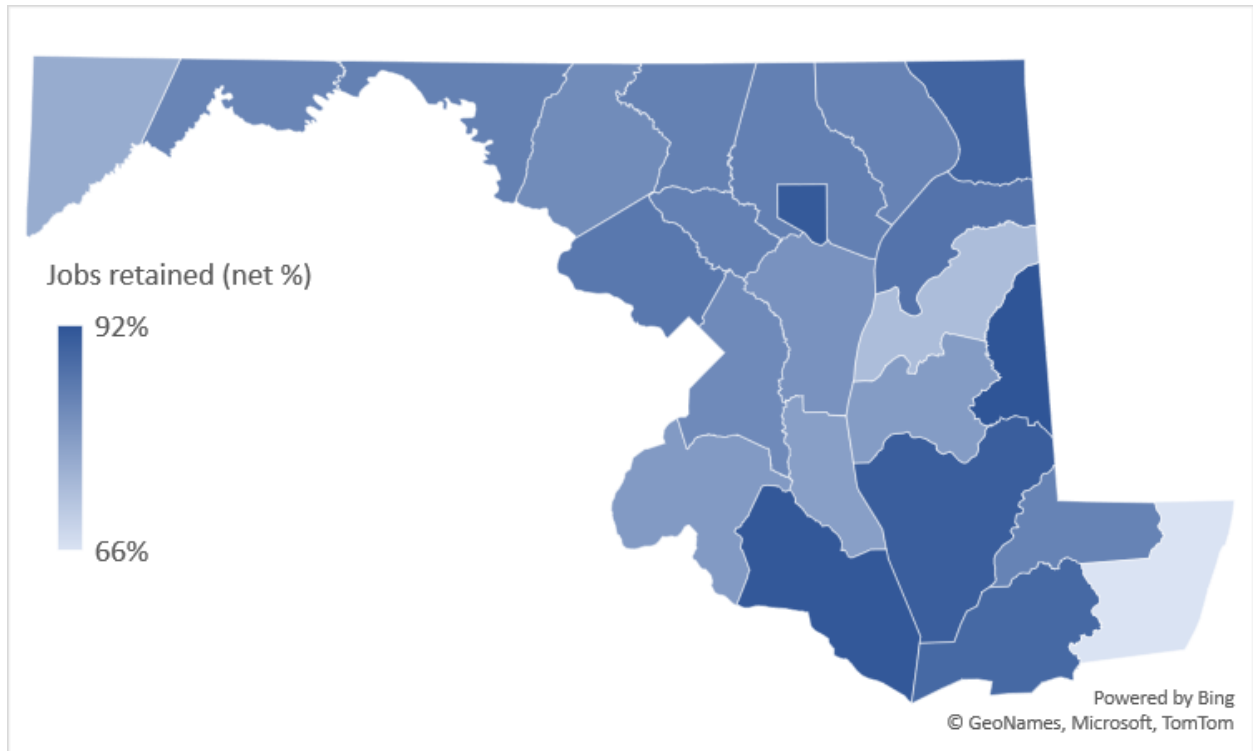
Employment index, United States and Maryland (February 2020 = 100)



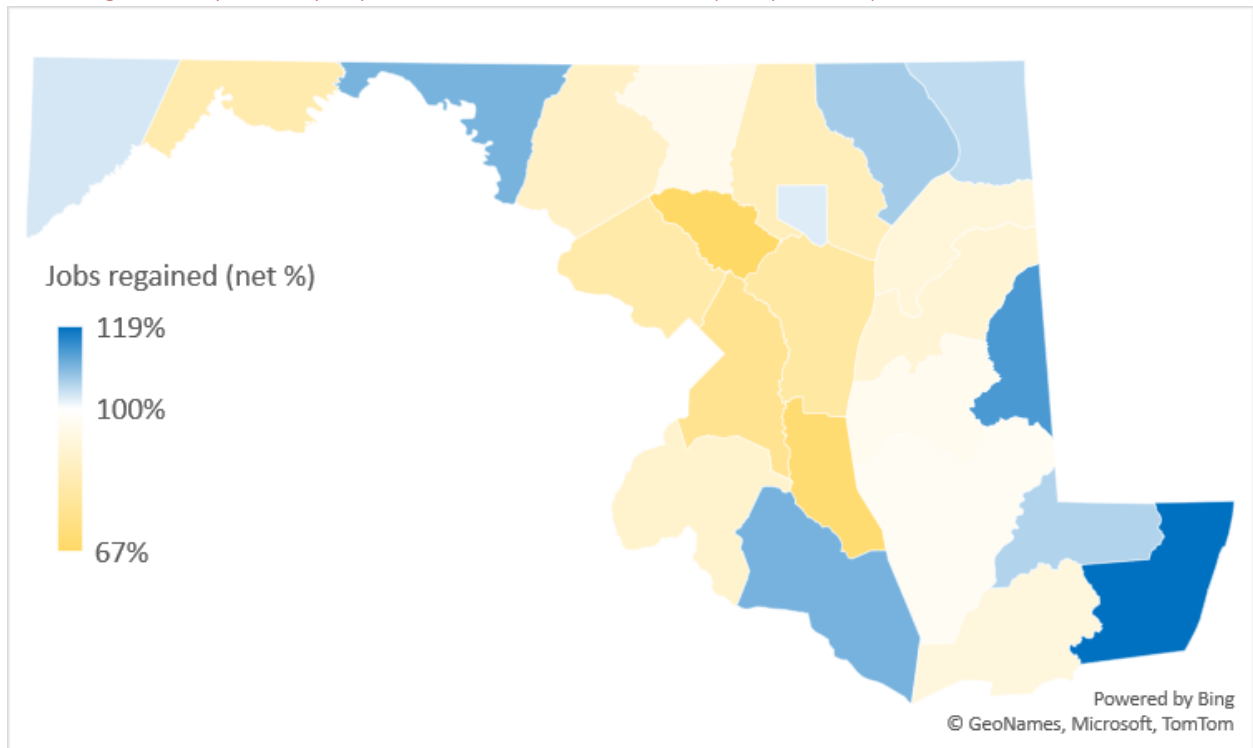
The first map on the following page shows job retention rates by county using February 2020 as the baseline, and April 2020 as the low point of the pandemic-driven job losses. Job retention in Maryland counties varied from 66% to 92%.

The second map on the following page shows job recovery, as a percent of jobs lost at the start of the pandemic. By the end of 2021, nine counties have already recovered, on net, all jobs lost during the onset of the pandemic. Job retention and job recovery appear to not be meaningfully correlated - some of the most resilient counties have seen the strongest rebounds, while others are still recovering. However, all counties have recovered at least two thirds of the jobs lost, and in under two years. In comparison, the economic recovery following the 2008 recession took more than five years to reach a similar level of progress. Support from federal dollars and local area efforts from 2020 onwards almost certainly played a major role in the much faster recovery.

Job Retention by County, February 2020 - April 2020 (net percent)

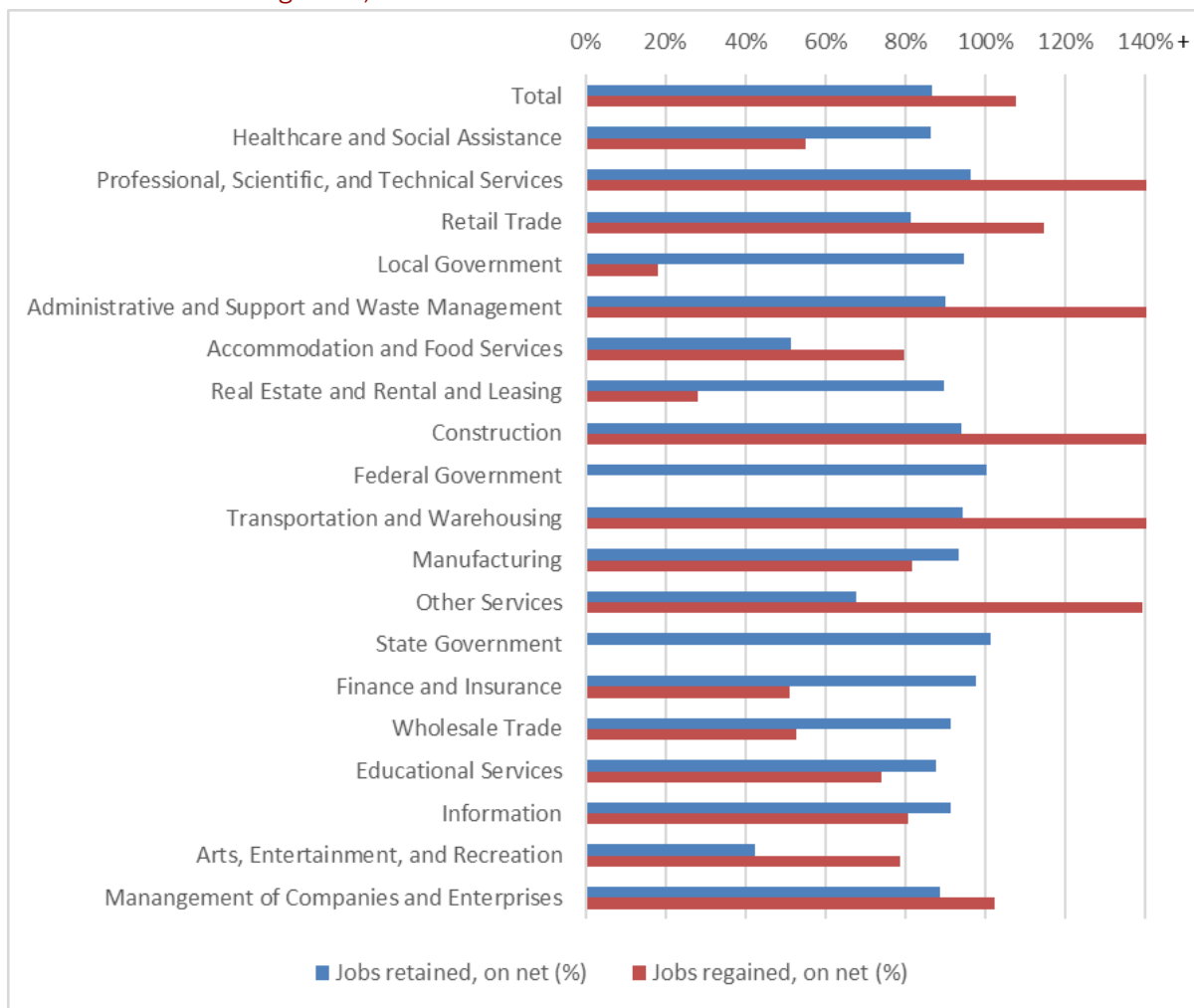


Jobs Regained by County, April 2020 - December 2021 (net percent)



Looking at industry employment data tells a similar story - significant strides have been made across the board despite significant setbacks in 2020. The chart below looks at the same jobs retained, and jobs regained metrics described above. Jobs retained measures what percentage of jobs remained on payroll in April 2020, compared to February 2020. Higher numbers indicate that fewer jobs were lost. Jobs regained looks at what percent of jobs lost between February and April 2020 were regained by December 2021. Numbers above 100% indicate that, on net, all jobs lost in that industry have since been recovered. Of the major industries tracked, eight have regained more jobs than they lost at the start of the pandemic. Four industries regained more than 140% of jobs lost. In the chart below, the bars for these industries have been truncated.

Jobs Retained and Regained, on net



The Maryland Department of Labor tracks more detailed recovery measures by industry and county. Analysis of labor market trends in 2020 is available at the [publications page](#) on the Maryland Workforce Exchange in the Annual Economic Reports section. All data used in both that report, and this report, are available on our [website](#). The following section looks more closely at the recovery made by workforce regions around the state.

Workforce Region Analyses

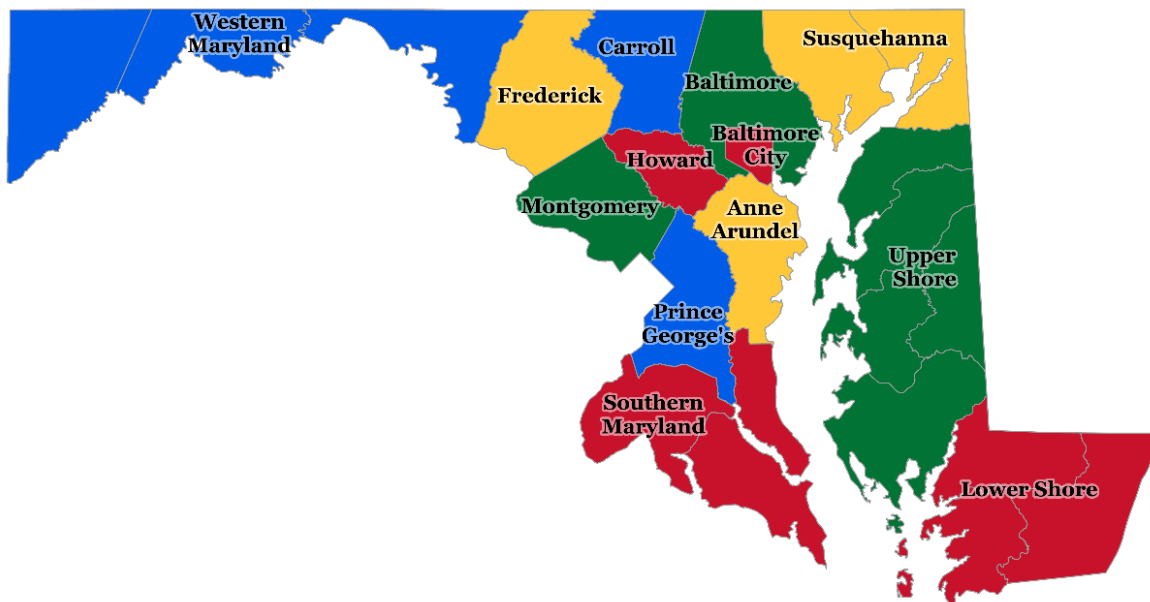
From an economic standpoint, Maryland is made up of widely varied regions. The next section looks at each workforce region to identify specific trends affecting that region as they work to recover from the recession of early 2020. Analysis in this section uses data through the end of 2021 and focuses on measures of workforce resilience and workforce recovery.

Grappling with unprecedented COVID-related challenges in 2020, Maryland's 13 workforce regions faced unique setbacks and demonstrated strong resilience as the year progressed. This section analyzes 2021 employment trends in each workforce area. Economic strengths and employment challenges are identified.

The analysis in this section makes extensive use of year-over-base-year comparison, with 2019 as the base year. In a year-over-base-year analysis, numbers over 100 represent employment growth relative to the same month in the base year, while numbers below 100 represent relatively lower employment. For example, an employment index of 109 in Baltimore County Workforce Region for December 2021 implies that employment was 109% of the employment in December 2019. This means that employment was 9% higher at the end of 2021 than it was before the pandemic.

A year-over-base-year analysis compares data to the data from the same month in the base year. The primary benefit of year-over-base-year analysis is the effects of seasonal employment trends are removed from the analysis. The remaining differences are due primarily to changes in the underlying health of the economy. For example, increasing employment during late spring/early summer in the Lower Shore is normal, as businesses ramp up for the summer tourism season. However, this ramp up does not represent a long-term improvement in the area's economic health, unless the growth is larger than normal.

Maryland Workforce Regions by County

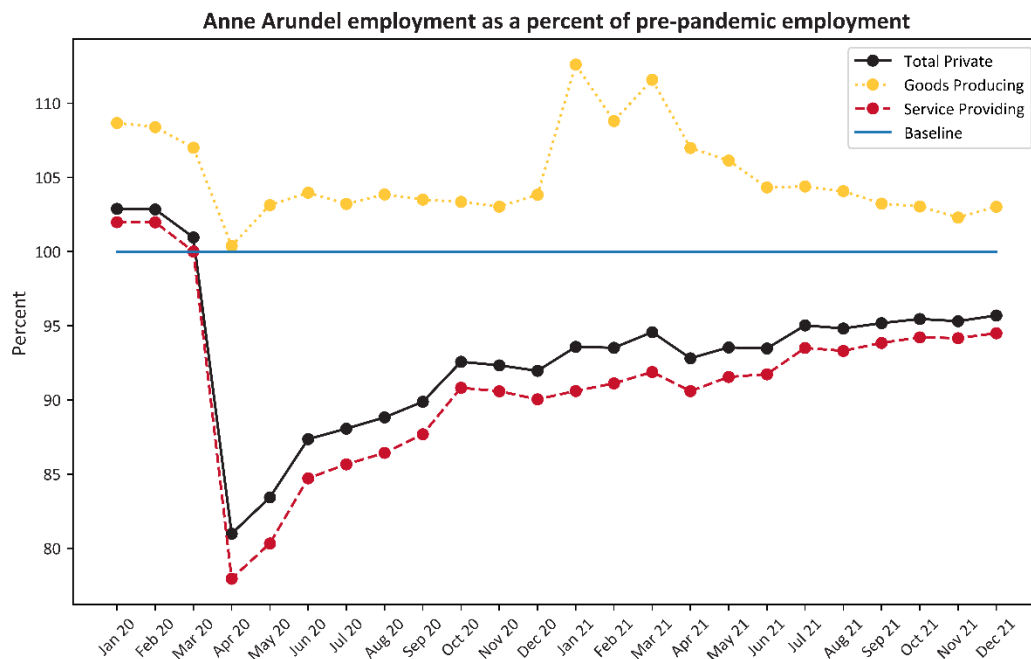


Anne Arundel County Workforce Region

The Anne Arundel Workforce Region experienced a 19.9% decline in employment from January 2020 to April 2020, decreasing from 228,393 jobs to 182,903 over that time period. By December 2021, the region recovered 82.1% of lost jobs.

Goods producing industries in Anne Arundel experienced a pandemic recession decline in employment of 5.6%, making it the fourth most resilient workforce region for goods producing industries. By December 2021, goods producing industries had recovered 131.8% of jobs lost during the recession, ranked fourth amongst all workforce regions. Service providing industries in Anne Arundel experienced a 22.3% decline in employment from January to April 2020. By December 2021, service providing industries had recovered 80.0% of jobs lost during the recession.

The industries in Anne Arundel with the greatest stability at the start of the pandemic were Utilities; Professional, scientific, and technical services; and Finance and insurance. Compared to other workforce regions, Anne Arundel had the sixth most resilient Utilities industry, which saw a recession decline of 1.8%. Compared to other workforce regions, Anne Arundel had the fourth most resilient Professional, scientific, and technical services industry, which saw a recession decline of 2.7%. Finance and Insurance saw a decline during the recession of 3.5%.



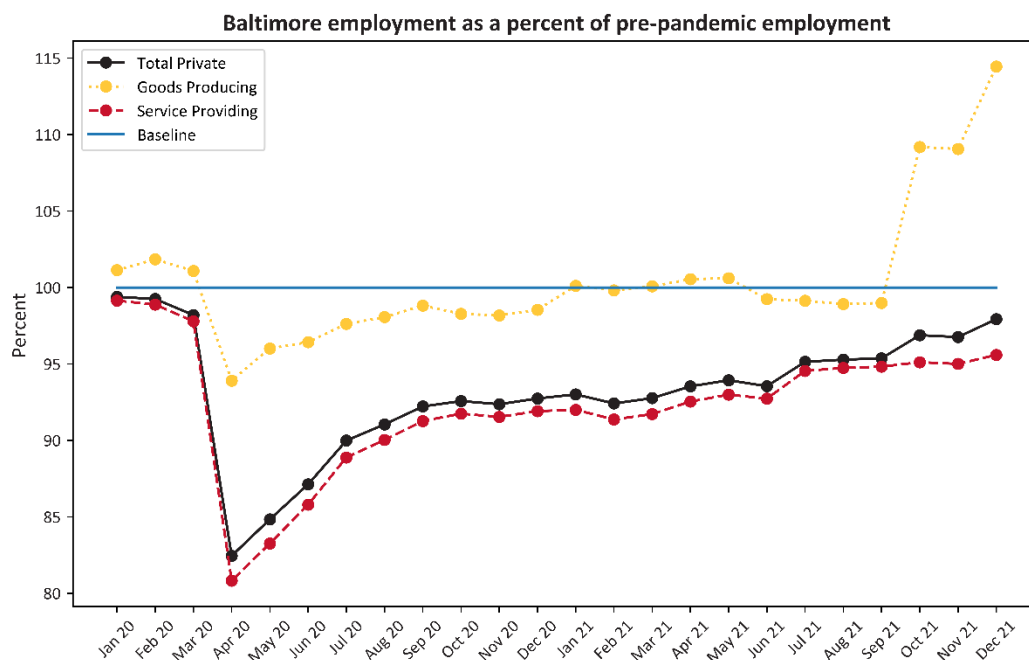
The industries with the strongest post-pandemic employment recoveries in Anne Arundel were Utilities; Construction; and Professional, scientific, and technical services. The Anne Arundel

Workforce Region experienced the strongest Utilities recovery of all workforce regions. Of jobs lost during the recession, 277.8% had been recovered by December 2021. The Anne Arundel Workforce Region experienced the fourth strongest Construction recovery of all workforce regions. Of jobs lost during the recession, 152.8% had been recovered by December 2021. 135.4% of Professional, scientific, and technical services jobs lost during the recession had been recovered by December 2021.

Baltimore County Workforce Region

The Baltimore Workforce Region experienced a 16.4% decline in employment from January 2020 to April 2020, decreasing from 317,776 jobs to 265,677 over that time period. By December 2021, the region made a full jobs recovery, with 108.7% of lost jobs regained.

Goods producing industries in Baltimore experienced a pandemic recession decline in employment of 6.6%, making it the fifth most resilient workforce region for goods producing industries. By December 2021, goods producing industries had recovered 346.9% of jobs lost during the recession, ranked first amongst all workforce regions. Service providing industries in Baltimore experienced a pandemic recession decline in employment of 17.8%, making it the fifth most resilient workforce region for service providing industries. By December 2021, service providing industries had recovered 95.9% of jobs lost during the recession.



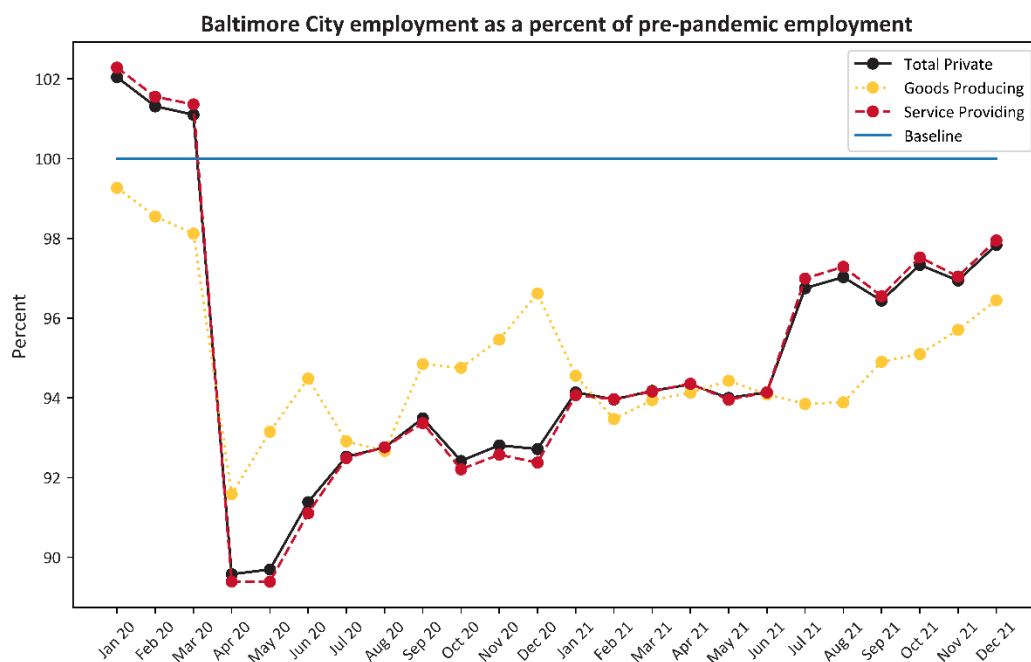
The industries in Baltimore with the greatest stability at the start of the pandemic were Utilities; Finance and insurance; and Transportation and warehousing. Compared to other workforce regions, Baltimore had the most resilient Utilities industry, which actually saw an increase from January to April of 19.8%. Compared to other workforce regions, Baltimore had the sixth most resilient Finance and insurance industry, which saw a recession decline of 2.5%.

Compared to other workforce regions, Baltimore had the second most resilient Transportation and warehousing industry, which saw a recession decline of 3.3%.

The industries with the strongest post-pandemic employment recoveries in Baltimore were Transportation and warehousing; Construction; and Management of companies and enterprises. The Baltimore Workforce Region experienced the strongest Transportation and warehousing recovery of all workforce regions. Of jobs lost during the recession, 2169.8% had been recovered by December 2021. The Baltimore Workforce Region experienced the strongest Construction recovery of all workforce regions. Of jobs lost during the recession, 455.8% had been recovered by December 2021. The Baltimore Workforce Region experienced the third strongest Management of companies and enterprises recovery of all workforce regions. Of jobs lost during the recession, 246.8% had been recovered by December 2021.

Baltimore City Workforce Region

The Baltimore City Workforce Region experienced a 10.7% decline in employment from January 2020 to April 2020, decreasing from 274,804 jobs to 245,329 over that time period. By December 2021, the region recovered 98.1% of lost jobs.



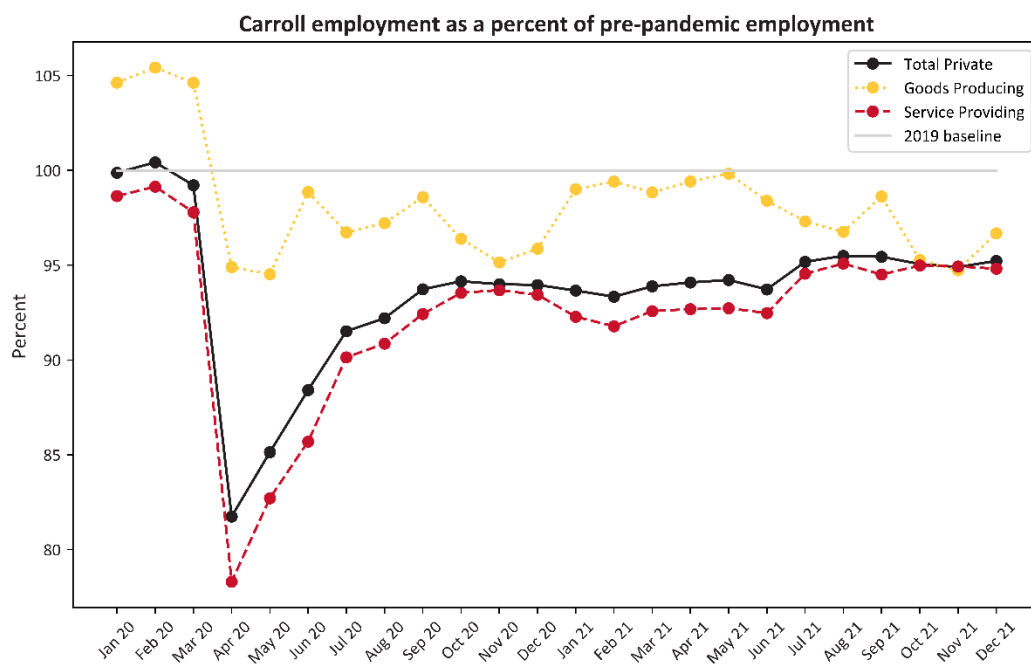
Goods producing industries in Baltimore City experienced a 7.3% decline in employment from January to April 2020. By December 2021, goods producing industries had recovered 73.3% of jobs lost during the recession. Service providing industries in Baltimore City experienced a pandemic recession decline in employment of 11.0%, making it the most resilient workforce region for service providing industries. By December 2021, service providing industries had recovered 99.4% of jobs lost during the recession, ranked sixth amongst all workforce regions.

The industries in Baltimore City with the greatest stability at the start of the pandemic were Management of companies and enterprises; Transportation and warehousing; and Educational services. Compared to other workforce regions, Baltimore City had the most resilient Management of companies and enterprises industry, which actually saw an increase from January to April of 24.2%. Compared to other workforce regions, Baltimore City had the most resilient Transportation and warehousing industry, which actually saw an increase from January to April of 21.8%. Compared to other workforce regions, Baltimore City had the most resilient Educational services industry, which actually saw an increase from January to April of 0.8%.

The industries with the strongest post-pandemic employment recoveries in Baltimore City were Professional, scientific, and technical services; Wholesale trade; and Construction. The Baltimore City Workforce Region experienced the fifth strongest Professional, scientific, and technical services recovery of all workforce regions. Of jobs lost during the recession, 173.7% had been recovered by December 2021. The Baltimore City Workforce Region experienced the third strongest Wholesale trade recovery of all workforce regions. Of jobs lost during the recession, 122.8% had been recovered by December 2021. 93.9% of Construction jobs lost during the recession had been recovered by December 2021.

Carroll County Workforce Region

The Carroll Workforce Region experienced a 16.6% decline in employment from January 2020 to April 2020, decreasing from 49,448 jobs to 41,216 over that period. By December 2021, the region had recovered 88.8% of lost jobs.



Goods producing industries in Carroll experienced a 6.7% decline in employment during the recession. By December 2021, goods producing industries had recovered 76.8% of jobs lost during the recession. Service providing industries in Carroll experienced a 19.4% decline in employment from January to April 2020. By December 2021, service providing industries had recovered 89.9% of jobs lost during the recession.

The industries in Carroll with the greatest stability at the start of the pandemic were Administrative and support and waste management and remediation services; Finance and insurance; and Professional, scientific, and technical services. Compared to other workforce regions, Carroll had the second most resilient Administrative and support and waste management and remediation services industry, which actually saw an increase in employment during the recession of 0.3%. Compared to other workforce regions, Carroll had the fourth most resilient Finance and insurance industry, which saw a jobs decline during the recession of 1.8%. Compared to other workforce regions, Carroll had the sixth most resilient Professional, scientific, and technical services industry, which saw a decline during the recession of 3.6%.

The industries with the strongest employment recoveries in Carroll were Professional, scientific, and technical services; Retail; and Educational services. The Carroll Workforce Region experienced the fourth strongest Professional, scientific, and technical services recovery of all workforce regions. The region made a full recovery, regaining 308.9% of jobs lost during the recession. Carroll's Retail industry made a full recovery by December 2021 regaining 113.0% of jobs lost during the recession. The Carroll Workforce Region experienced the third strongest Educational services recovery of all workforce regions. The industry made a full recovery, regaining 111.0% of jobs lost during the recession by December 2021.

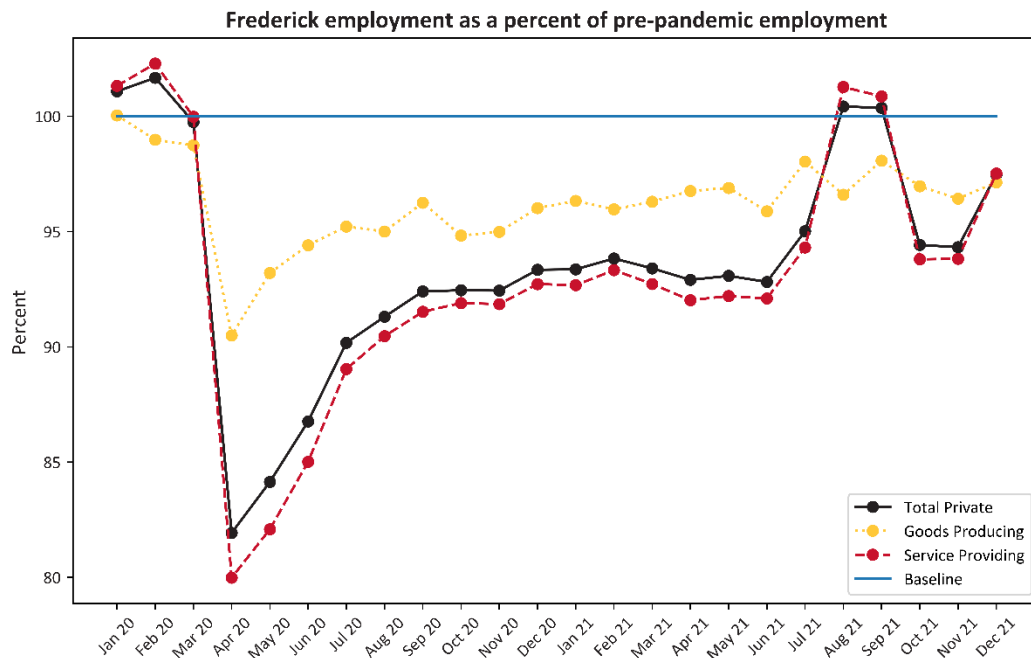
Frederick County Workforce Region

The Frederick Workforce Region experienced a 17.2% decline in employment from January 2020 to April 2020, decreasing from 88,091 jobs to 72,973 over that time period. By December 2021, the region recovered 92.9% of lost jobs.

Goods producing industries in Frederick experienced a 7.8% decline in employment from January to April 2020. By December 2021, goods producing industries had recovered 99.2% of jobs lost during the recession, ranked fifth amongst all workforce regions. Service providing industries in Frederick experienced a 19.3% decline in employment from January to April 2020. By December 2021, service providing industries had recovered 92.2% of jobs lost during the recession.

The industries in Frederick with the greatest stability at the start of the pandemic were Professional, scientific, and technical services; Finance and insurance; and Construction. Compared to other workforce regions, Frederick had the fifth most resilient Professional, scientific, and technical services industry, which saw a recession decline of 2.9%. Finance and Insurance saw a decline during the recession of 5.8%. Compared to other workforce regions,

Frederick had the third most resilient Construction industry, which saw a recession decline of 5.9%.



The industries with the strongest post-pandemic employment recoveries in Frederick were Administrative and support and waste management and remediation services; Transportation and warehousing; and Professional, scientific, and technical services. The Frederick Workforce Region experienced the strongest Administrative and support and waste management and remediation services recovery of all workforce regions. Due to very few jobs being lost during the recession and strong subsequent growth, the region has since regained more than 86 times the number of jobs lost in that industry by December 2021. The Frederick Workforce Region experienced the sixth strongest Transportation and warehousing recovery of all workforce regions. Of jobs lost during the recession, 264.4% had been recovered by December 2021. The Frederick Workforce Region experienced the sixth strongest Professional, scientific, and technical services recovery of all workforce regions. Of jobs lost during the recession, 165.9% had been recovered by December 2021.

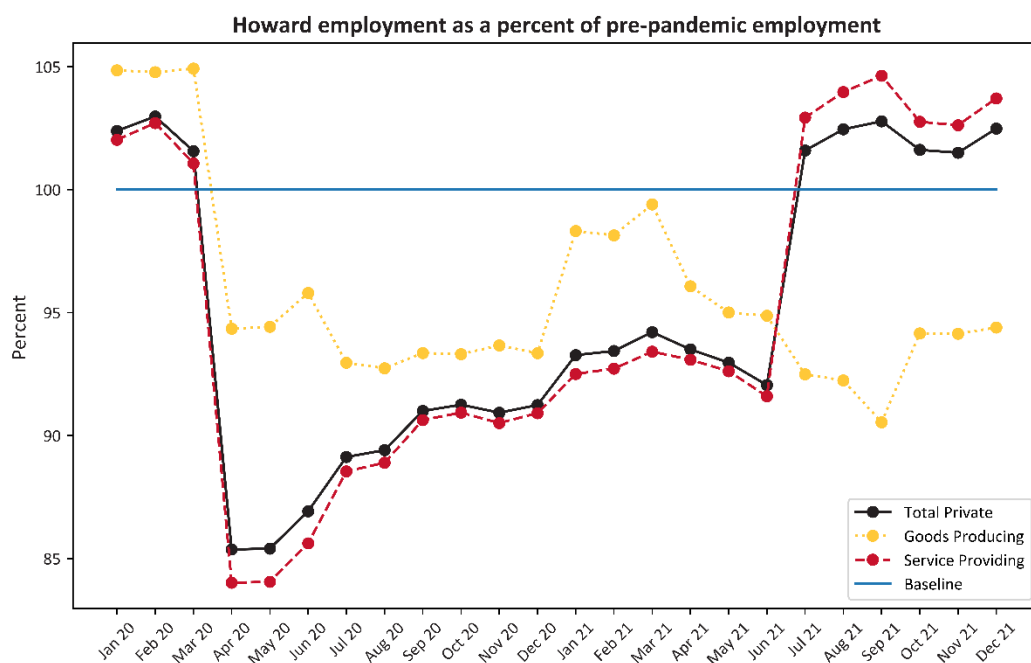
Howard County Workforce Region

The Howard Workforce Region experienced a 15.6% decline in employment from January 2020 to April 2020, decreasing from 157,463 jobs to 132,854 over that time period. By December 2021, the region made a full jobs recovery, with 120.4% of lost jobs regained.

Goods producing industries in Howard experienced a 7.1% decline in employment from January to April 2020. By December 2021, goods producing industries had recovered 41.6% of jobs lost during the recession. Service providing industries in Howard experienced a pandemic recession

decline in employment of 16.9%, making it the third most resilient workforce region for service providing industries. By December 2021, service providing industries had recovered 125.3% of jobs lost during the recession, ranked second amongst all workforce regions.

The industries in Howard with the greatest stability at the start of the pandemic were Information; Finance and insurance; and Professional, scientific, and technical services. Compared to other workforce regions, Howard had the most resilient Information industry, which saw a recession decline of 1.2%. Compared to other workforce regions, Howard had the most resilient Finance and insurance industry, which saw a recession decline of 1.3%. Compared to other workforce regions, Howard had the second most resilient Professional, scientific, and technical services industry, which saw a recession decline of 2.1%.



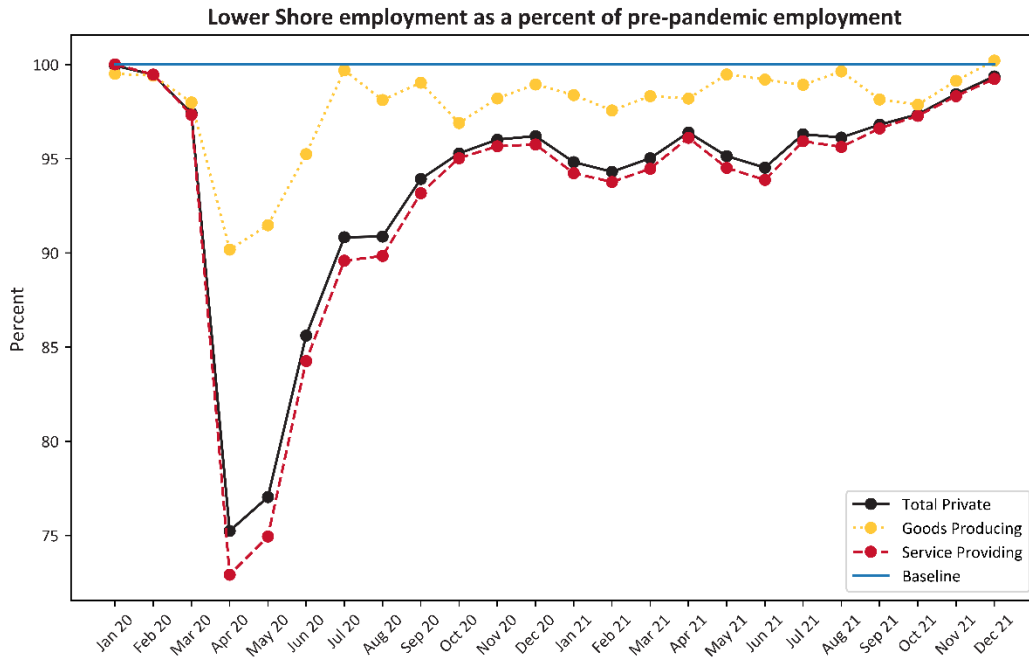
The industries with the strongest post-pandemic employment recoveries in Howard were Professional, scientific, and technical services; Management of companies and enterprises; and Administrative and support and waste management and remediation services. The Howard Workforce Region experienced the second strongest Professional, scientific, and technical services recovery of all workforce regions. Due to very few jobs being lost during the recession and strong subsequent growth, the region has since regained more than 21 times the number of jobs lost in that industry by December 2021. The Howard Workforce Region experienced the second strongest Management of companies and enterprises recovery of all workforce regions. Of jobs lost during the recession, 287.8% had been recovered by December 2021. The Howard Workforce Region experienced the sixth strongest Administrative and support and waste management and remediation services recovery of all workforce regions. Of jobs lost during the recession, 147.7% had been recovered by December 2021.

Lower Shore Workforce Region

The Lower Shore Workforce Region experienced a 19.9% decline in employment from January 2020 to April 2020, decreasing from 57,253 jobs to 45,849 over that time period. By December 2021, the region made a full jobs recovery, with 115.3% of lost jobs regained.

Goods producing industries in Lower Shore experienced a pandemic recession decline in employment of 6.7%, making it the sixth most resilient workforce region for goods producing industries. By December 2021, goods producing industries had recovered 146.3% of jobs lost during the recession, ranked third amongst all workforce regions. Service providing industries in Lower Shore experienced a 22.0% decline in employment from January to April 2020. By December 2021, service providing industries had recovered 113.8% of jobs lost during the recession, ranked third amongst all workforce regions.

The industries in Lower Shore with the greatest stability at the start of the pandemic were Utilities; Management of companies and enterprises; and Finance and insurance. Compared to other workforce regions, Lower Shore had the second most resilient Utilities industry, which actually saw an increase from January to April of 1.3%. Compared to other workforce regions, Lower Shore had the second most resilient Management of companies and enterprises industry, which actually saw an increase from January to April of 0.0%. Finance and Insurance saw a decline during the recession of 2.5%.

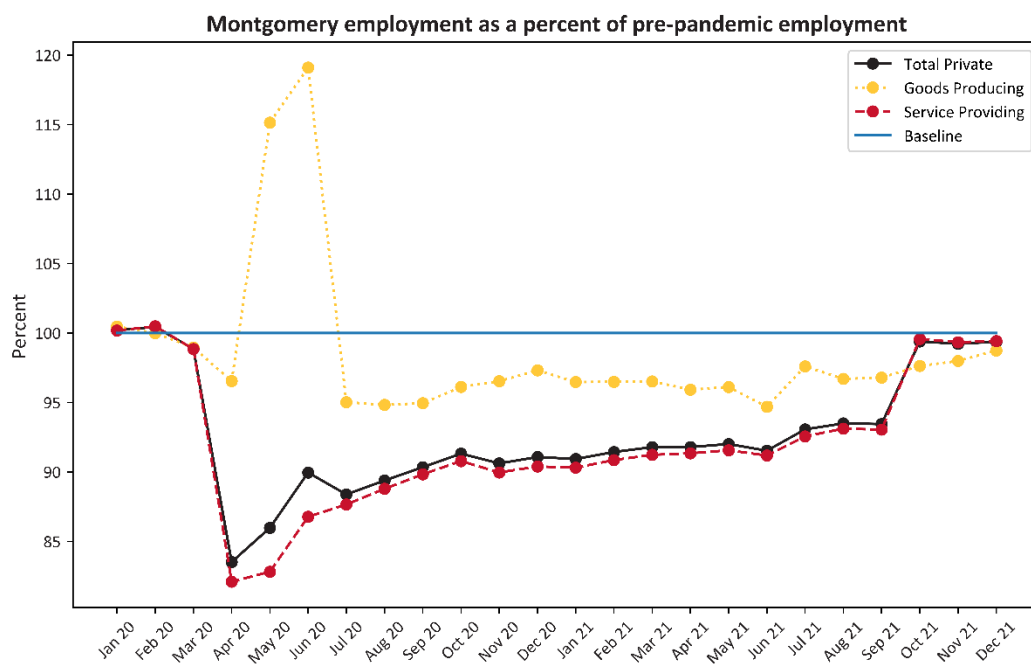


The industries with the strongest post-pandemic employment recoveries in Lower Shore were Manufacturing; Transportation and warehousing; and Administrative and support and waste management and remediation services. The Lower Shore Workforce Region experienced the strongest Manufacturing recovery of all workforce regions. Of jobs lost during the recession,

301.2% had been recovered by December 2021. The Lower Shore Workforce Region experienced the fourth strongest Transportation and warehousing recovery of all workforce regions. Of jobs lost during the recession, 278.7% had been recovered by December 2021. The Lower Shore Workforce Region experienced the fifth strongest Administrative and support and waste management and remediation services recovery of all workforce regions. Of jobs lost during the recession, 218.4% had been recovered by December 2021.

Montgomery County Workforce Region

The Montgomery Workforce Region experienced a 15.7% decline in employment from January 2020 to April 2020, decreasing from 377,297 jobs to 317,976 over that time period. By December 2021, the region made a full jobs recovery, with 109.3% of lost jobs regained.



Goods producing industries in Montgomery experienced a pandemic recession decline in employment of 1.9%, making it the most resilient workforce region for goods producing industries. By December 2021, goods producing industries had recovered 93.6% of jobs lost during the recession, ranked sixth amongst all workforce regions. Service providing industries in Montgomery experienced a pandemic recession decline in employment of 17.2%, making it the fourth most resilient workforce region for service providing industries. By December 2021, service providing industries had recovered 109.4% of jobs lost during the recession, ranked fifth amongst all workforce regions.

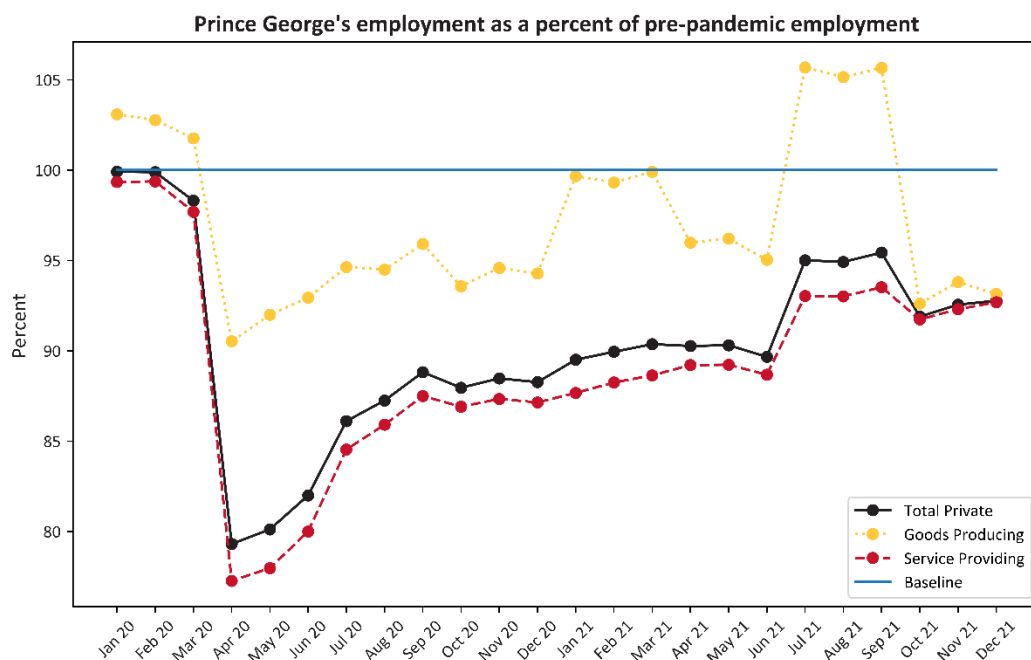
The industries in Montgomery with the greatest stability at the start of the pandemic were Agriculture, forestry, fishing, and hunting; Utilities; and Construction. Compared to other workforce regions, Montgomery had the second most resilient Agriculture, forestry, fishing, and hunting industry, which actually saw an increase from January to April of 22.0%. Compared to

other workforce regions, Montgomery had the fourth most resilient Utilities industry, which saw a recession decline of 1.0%. Compared to other workforce regions, Montgomery had the most resilient Construction industry, which saw a recession decline of 1.2%.

The industries with the strongest post-pandemic employment recoveries in Montgomery were Other services (except public administration); Professional, scientific, and technical services; and Manufacturing. The Montgomery Workforce Region experienced the strongest Other services (except public administration) recovery of all workforce regions. Of jobs lost during the recession, 381.4% had been recovered by December 2021. The Montgomery Workforce Region experienced the third strongest Professional, scientific, and technical services recovery of all workforce regions. Of jobs lost during the recession, 326.3% had been recovered by December 2021. The Montgomery Workforce Region experienced the second strongest Manufacturing recovery of all workforce regions. Of jobs lost during the recession, 181.0% had been recovered by December 2021.

Prince George's County Workforce Region

The Prince George's Workforce Region experienced a 19.6% decline in employment from January 2020 to April 2020, decreasing from 229,101 jobs to 184,277 over that time period. By December 2021, the region recovered 84.7% of lost jobs.



Goods producing industries in Prince George's experienced a 10.0% decline in employment from January to April 2020. By December 2021, goods producing industries had recovered 68.1% of jobs lost during the recession. Service providing industries in Prince George's

experienced a 21.3% decline in employment from January to April 2020. By December 2021, service providing industries had recovered 86.1% of jobs lost during the recession.

The industries in Prince George's with the greatest stability at the start of the pandemic were Utilities; Finance and insurance; and Management of companies and enterprises. Compared to other workforce regions, Prince George's had the fifth most resilient Utilities industry, which saw a recession decline of 1.2%. Finance and Insurance saw a decline during the recession of 2.5%. Compared to other workforce regions, Prince George's had the fourth most resilient Management of companies and enterprises industry, which saw a recession decline of 5.3%.

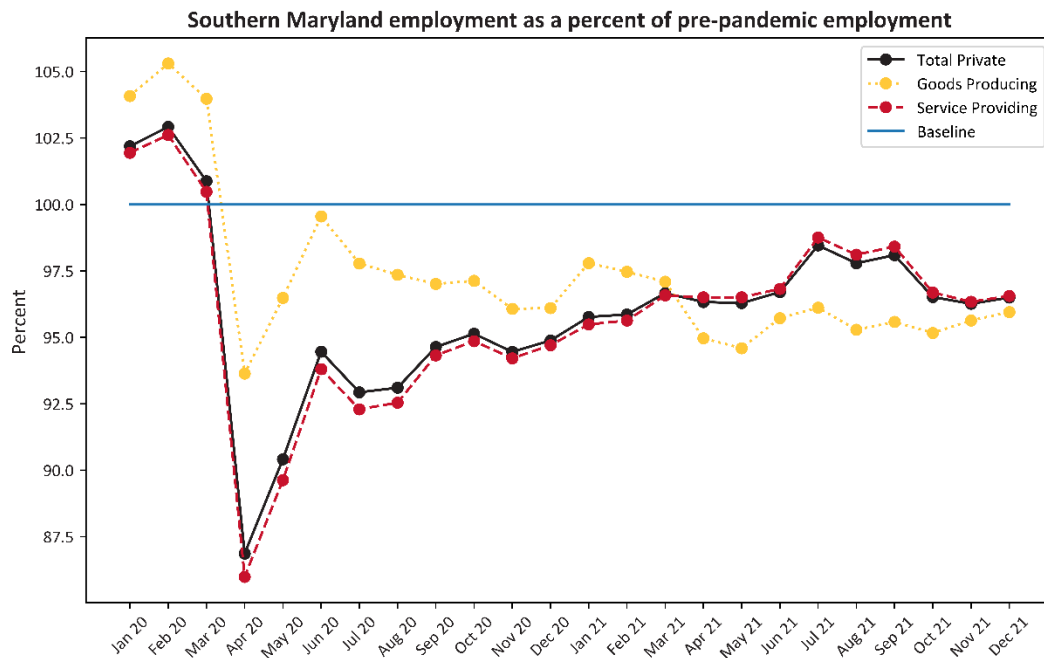
The industries with the strongest post-pandemic employment recoveries in Prince George's were Transportation and warehousing; Professional, scientific, and technical services; and Management of companies and enterprises. The Prince George's Workforce Region experienced the third strongest Transportation and warehousing recovery of all workforce regions. Of jobs lost during the recession, 305.6% had been recovered by December 2021. 114.6% of Professional, scientific, and technical services jobs lost during the recession had been recovered by December 2021. The Prince George's Workforce Region experienced the fourth strongest Management of companies and enterprises recovery of all workforce regions. Of jobs lost during the recession, 98.0% had been recovered by December 2021.

Southern Maryland Workforce Region

The Southern Maryland Workforce Region experienced a 14.1% decline in employment from January 2020 to April 2020, decreasing from 80,503 jobs to 69,168 over that time period. By December 2021, the region recovered 83.5% of lost jobs.

Goods producing industries in Southern Maryland experienced a 6.7% decline in employment from January to April 2020. By December 2021, goods producing industries had recovered 65.3% of jobs lost during the recession. Service providing industries in Southern Maryland experienced a pandemic recession decline in employment of 15.0%, making it the second most resilient workforce region for service providing industries. By December 2021, service providing industries had recovered 84.5% of jobs lost during the recession.

The industries in Southern Maryland with the greatest stability at the start of the pandemic were Administrative and support and waste management and remediation services; Finance and insurance; and Professional, scientific, and technical services. Compared to other workforce regions, Southern Maryland had the most resilient Administrative and support and waste management and remediation services industry, which actually saw an increase from January to April of 80.9%. Compared to other workforce regions, Southern Maryland had the third most resilient Finance and insurance industry, which saw a recession decline of 1.4%. Compared to other workforce regions, Southern Maryland had the most resilient Professional, scientific, and technical services industry, which saw a recession decline of 1.4%.



The industries with the strongest post-pandemic employment recoveries in Southern Maryland were Finance and insurance; Transportation and warehousing; and Real estate and rental and leasing. The Southern Maryland Workforce Region experienced the strongest Finance and insurance recovery of all workforce regions. Of jobs lost during the recession, 700.0% had been recovered by December 2021. 203.5% of Transportation and warehousing jobs lost during the recession had been recovered by December 2021. The Southern Maryland Workforce Region experienced the third strongest Real estate and rental and leasing recovery of all workforce regions. Of jobs lost during the recession, 164.8% had been recovered by December 2021.

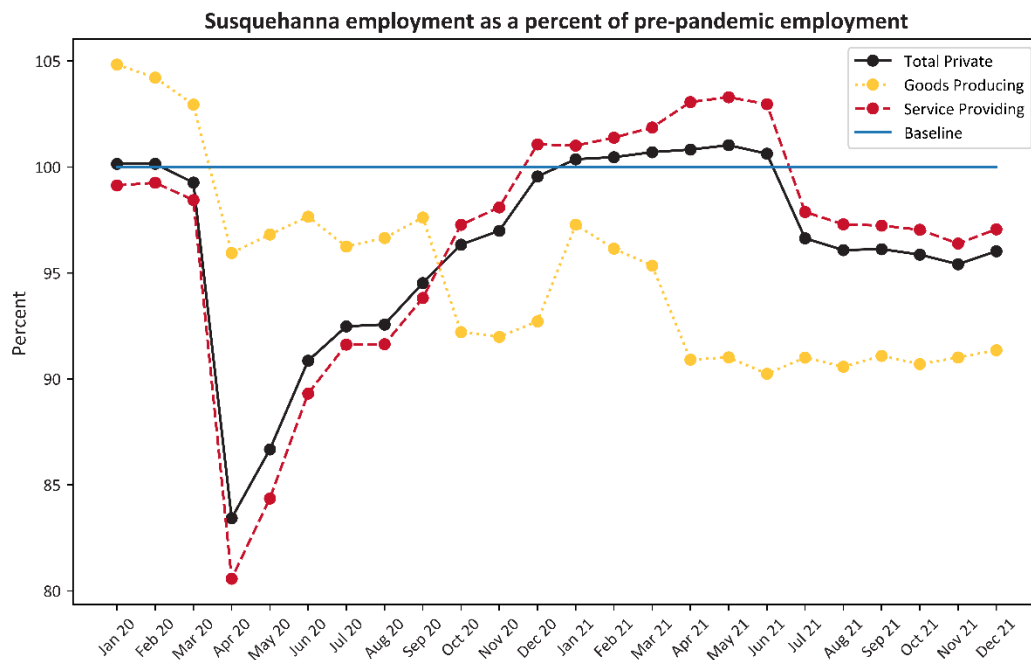
Susquehanna County Workforce Region

The Susquehanna Workforce Region experienced a 16.2% decline in employment from January 2020 to April 2020, decreasing from 99,220 jobs to 83,143 over that time period. By December 2021, the region made a full jobs recovery, with 103.5% of lost jobs regained.

Goods producing industries in Susquehanna experienced a pandemic recession decline in employment of 4.0%, making it the third most resilient workforce region for goods producing industries. Service providing industries in Susquehanna experienced a 19.0% decline in employment from January to April 2020. By December 2021, service providing industries had recovered 111.5% of jobs lost during the recession, ranked fourth amongst all workforce regions.

The industries in Susquehanna with the greatest stability at the start of the pandemic were Agriculture, forestry, fishing, and hunting; Administrative and support and waste management

and remediation services; and Manufacturing. Compared to other workforce regions, Susquehanna had the third most resilient Agriculture, forestry, fishing, and hunting industry, which actually saw an increase from January to April of 19.7%. Compared to other workforce regions, Susquehanna had the fourth most resilient Administrative and support and waste management and remediation services industry, which saw a recession decline of 2.7%. Compared to other workforce regions, Susquehanna had the most resilient Manufacturing industry, which saw a recession decline of 3.2%.



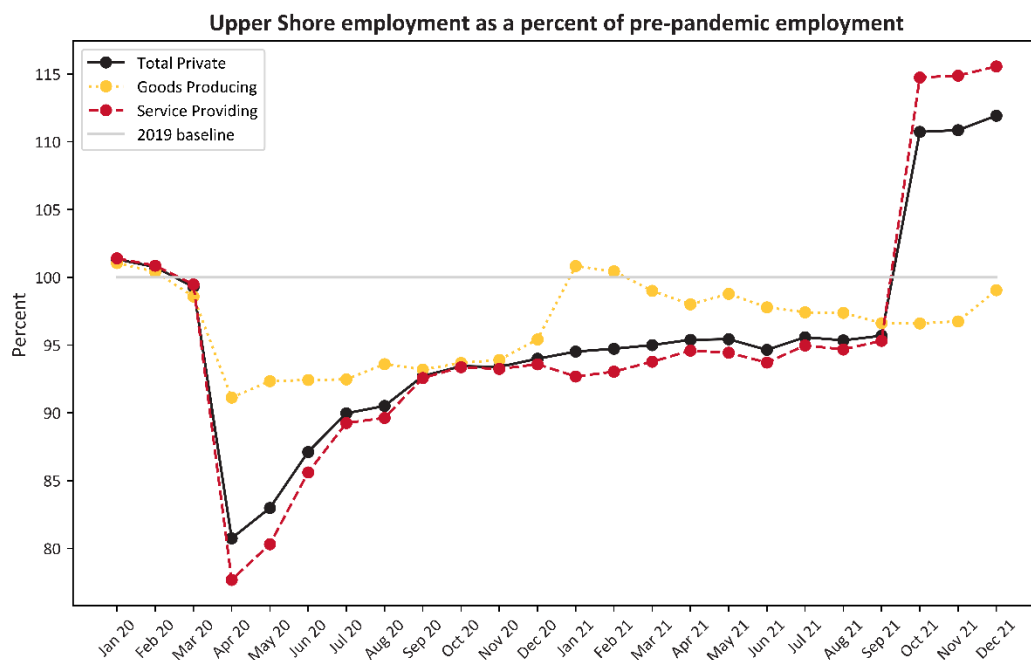
The industries with the strongest post-pandemic employment recoveries in Susquehanna were Transportation and warehousing; Administrative and support and waste management and remediation services; and Finance and insurance. The Susquehanna Workforce Region experienced the second strongest Transportation and warehousing recovery of all workforce regions. Of jobs lost during the recession, 553.0% had been recovered by December 2021. The Susquehanna Workforce Region experienced the third strongest Administrative and support and waste management and remediation services recovery of all workforce regions. Of jobs lost during the recession, 462.8% had been recovered by December 2021. The Susquehanna Workforce Region experienced the second strongest Finance and insurance recovery of all workforce regions. Of jobs lost during the recession, 173.5% had been recovered by December 2021.

Upper Shore Workforce Region

The Upper Shore Workforce Region experienced a 16.5% decline in employment from January 2020 to April 2020, decreasing from 51,529 jobs to 43,032 over that time period. By December 2021, the region made a full jobs recovery, with 197.7% of lost jobs regained.

Goods producing industries in Upper Shore experienced a pandemic recession decline in employment of 2.0%, making it the second most resilient workforce region for goods producing industries. By December 2021, goods producing industries had recovered 299.1% of jobs lost during the recession, ranked second amongst all workforce regions. Service providing industries in Upper Shore experienced a 20.5% decline in employment from January to April 2020. By December 2021, service providing industries had recovered 194.8% of jobs lost during the recession, ranked first amongst all workforce regions.

The industries in Upper Shore with the greatest stability at the start of the pandemic were Agriculture, forestry, fishing, and hunting; Administrative and support and waste management and remediation services; and Finance and insurance. Compared to other workforce regions, Upper Shore had the most resilient Agriculture, forestry, fishing, and hunting industry, which actually saw an increase from January to April of 35.9%. Compared to other workforce regions, Upper Shore had the third most resilient Administrative and support and waste management and remediation services industry, which saw a recession decline of 2.7%. Finance and Insurance saw a decline during the recession of 3.9%.

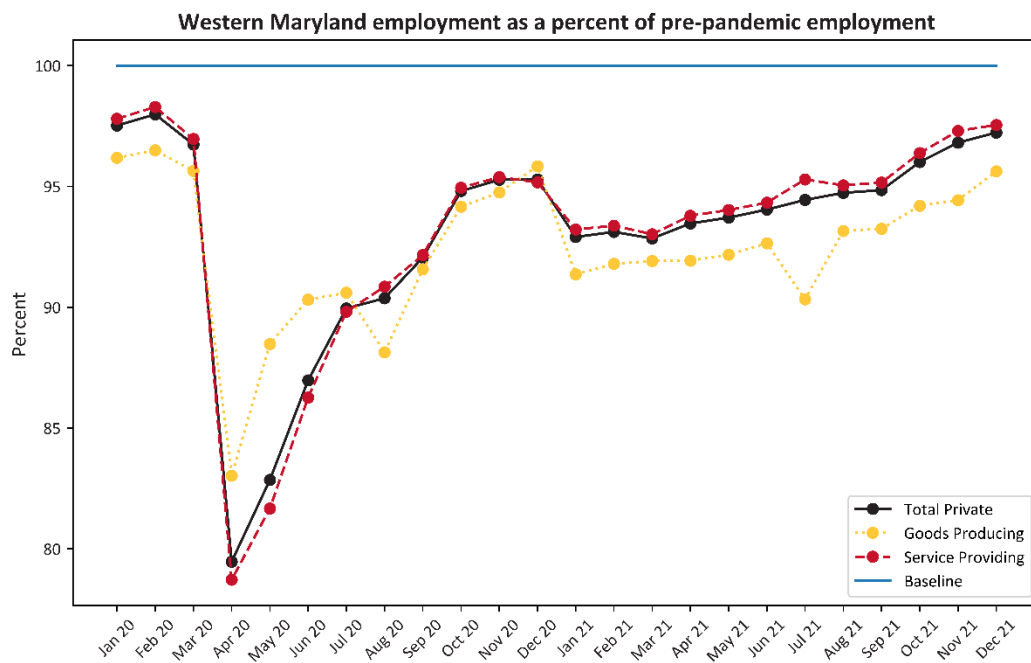


The industries with the strongest post-pandemic employment recoveries in Upper Shore were Professional, scientific, and technical services; Administrative and support and waste management and remediation services; and Transportation and warehousing. The Upper Shore Workforce Region experienced the strongest Professional, scientific, and technical services recovery of all workforce regions. Of jobs lost during the recession, 5453.4% had been recovered by December 2021. The Upper Shore Workforce Region experienced the second strongest Administrative and support and waste management and remediation services

recovery of all workforce regions. Of jobs lost during the recession, 778.7% had been recovered by December 2021. 243.5% of Transportation and warehousing jobs lost during the recession had been recovered by December 2021.

Western Maryland Workforce Region

The Western Maryland Workforce Region experienced a 17.4% decline in employment from January 2020 to April 2020, decreasing from 86,894 jobs to 71,733 over that time period. By December 2021, the region recovered 97.2% of lost jobs.



Goods producing industries in Western Maryland experienced a 12.6% decline in employment from January to April 2020. By December 2021, goods producing industries had recovered 84.9% of jobs lost during the recession. Service providing industries in Western Maryland experienced a pandemic recession decline in employment of 18.5%, making it the sixth most resilient workforce region for service providing industries. By December 2021, service providing industries had recovered 98.8% of jobs lost during the recession.

The industries in Western Maryland with the greatest stability at the start of the pandemic were Management of companies and enterprises; Finance and insurance; and Administrative and support and waste management and remediation services. Compared to other workforce regions, Western Maryland had the third most resilient Management of companies and enterprises industry, which saw a recession decline of 0.4%. Compared to other workforce regions, Western Maryland had the fifth most resilient Finance and insurance industry, which saw a recession decline of 2.2%. Compared to other workforce regions, Western Maryland had the fifth most resilient Administrative and support and waste management and remediation services industry, which saw a recession decline of 3.4%.

The industries with the strongest post-pandemic employment recoveries in Western Maryland were Management of companies and enterprises; Real estate and rental and leasing; and Transportation and warehousing. The Western Maryland Workforce Region experienced the strongest Management of companies and enterprises recovery of all workforce regions. Of jobs lost during the recession, 775.0% had been recovered by December 2021. The Western Maryland Workforce Region experienced the strongest Real estate and rental and leasing recovery of all workforce regions. Of jobs lost during the recession, 415.6% had been recovered by December 2021. The Western Maryland Workforce Region experienced the fifth strongest Transportation and warehousing recovery of all workforce regions. Of jobs lost during the recession, 269.2% had been recovered by December 2021.

Conclusion

The 2021 Economic Analysis report examined workforce recovery following the COVID-19 recession of 2020. This report continues that analysis for 2021 into 2022. Measures of health for work in Maryland indicate that the state continued to make a strong recovery in 2021 and 2022. Many industries have already fully recovered, based on the size of their workforce. Counties and workforce regions boast unemployment rates below the long-term average. Marylanders are returning to the labor force in ever increasing numbers.

Much work remains to be done. Businesses still face elevated challenges in finding qualified workers to fill vacancies. Labor force participation remains below pre-pandemic levels. However, even in these areas, progress benchmarks of labor market health continue to greatly outpace the recovery following prior recessions. Robust state agency investment in programs and policies have proven effective. These initiatives continue to help state businesses and workers adapt to the changing economic landscape and adapt to new challenges. As 2023 approaches, the state remains committed to being open for business.



Appendix – about the data used in this report

All information included in this report are publicly available on the Maryland Department of Labor (MD Labor) website for Labor Market Information (LMI).

General LMI: <http://labor.maryland.gov/lmi/>

Data sources & finding more detailed information

The primary source of information used in this report comes from the Quarterly Census of Employment and Wages (QCEW). This data source is produced by MD Labor in collaboration with the US Bureau of Labor Statistics (BLS). It details employment and wages by industry. It is available statewide and for a variety of substate areas and is based on where a business is located. The data gives monthly, quarterly, and annual averages for employment, wages, establishments (business locations), and more. Nearly all companies with workers covered by Unemployment Insurance are included in this information. See link below for information on the few exceptions. The data are released with a 6-to-9-month lag to provide the greatest level of detail and accuracy. More details about QCEW are available on the linked website.

QCEW: <http://labor.maryland.gov/lmi/emppay/>

More timely information on employment by industry is provided by the Current Employment Statistics (CES). This also is produced by a collaboration between MD Labor and the US BLS. Monthly statewide data is released two to three weeks after the month ends. Because of its timeliness, the data is not available for county or workforce region and includes employment levels. The data is adjusted for cyclical seasonal effects to make it easier to discern underlying employment trends from typical seasonal changes to employment. Businesses included in this data source are generally the same as those included in the QCEW.

CES: <http://labor.maryland.gov/lmi/ces/>

Information on unemployment and labor force participation is provided by the Local Area Unemployment Statistics (LAUS). This too is produced in a collaboration between MD Labor and the US BLS. Monthly statewide data is released two to three weeks after a month ends, while data for substate areas is released roughly four weeks after a month ends. Primary measures from LAUS include unemployment, employment, and labor force participation estimates. The statewide data is adjusted for cyclical seasonal effects to make it easier to discern underlying unemployment trends from typical seasonal changes. In contrast to QCEW and CES data, this data estimates employment measures for Maryland residents, as opposed to job counts for Maryland-based businesses.

LAUS: <http://labor.maryland.gov/lmi/laus/>

Information on occupation and wages by occupation is provided by the Occupational Employment and Wages Survey (OEWS). As with the other data sources covered in this section, it is produced in a

collaboration between MD Labor and the US BLS. The data is released annually, usually in late May. Information from OEWS covers about 700 occupations and is available statewide and for workforce regions. Primary measures by occupation include the number employed in an occupation, and measures of wages including mean, median, entry and experienced wage estimates.

<http://labor.maryland.gov/lmi/wages/>

Questions?

Questions about any of the data sources covered above, or any of the analysis provided in this report should be directed to the Maryland Department of Labor's Office of Workforce Information. Expect a response within two business days, though more complex requests and questions may require more time to complete.

Email: dlwdallmi-labor@maryland.gov

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